

Arizona Department of Education Update on Educator Evaluation

*Summit IV: Bridging Common Core Implementation to
Educator Evaluation to Improve Teaching and Learning*

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ESEA Waiver: Proposed Amendments to the AZ Framework for Measuring Educator Effectiveness

- ▶ At its January 28th meeting, the SBE discussed:
 - Revising the definition of *Student Academic Progress* to align with the federal definition: “Student growth” is the change in student achievement for an individual student **between two or more points in time.**”
 - **Student growth** be a “*significant factor*” of a teacher’s and principal’s evaluation (**20% minimum** of the educator’s evaluation).

ESEA Waiver: Proposed Amendments to the AZ Framework for Measuring Educator Effectiveness

Current Definition in AZ Framework

▶ Academic Progress

- A measurement of student academic performance. These measurements can be either: 1) the amount of academic growth a student experiences during one school year; or 2) a single measure of academic performance, including, but not limited to, formative assessments, summative assessments, and AZ LEARNS profiles.

ESEA Waiver: Proposed Amendments to the AZ Framework for Measuring Educator Effectiveness

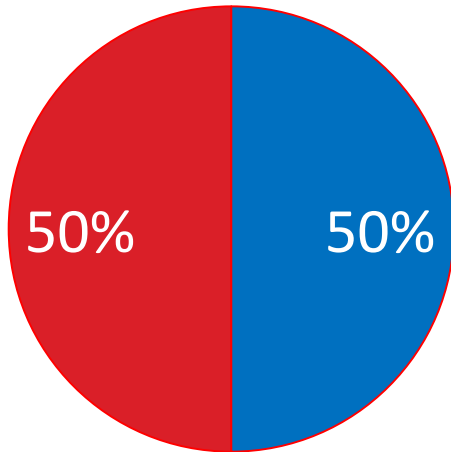
Proposed Definition

▶ Academic Progress

- A measurement of student academic performance. These measurements shall include the amount of academic growth students experience during one school year, **and may include** a single measure of academic performance, including, but not limited to, formative assessments, summative assessments, and the AZ LEARNS profiles.

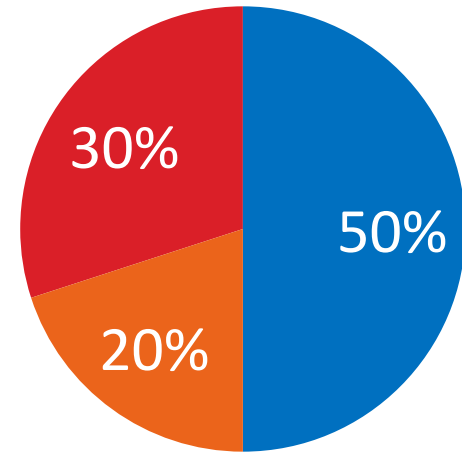
ESEA Waiver: Proposed Amendments to the AZ Framework for Measuring Educator Effectiveness

Current Example



- Classroom-level Data
- Teaching Performance
- Growth

Proposed Illustration



4 Teacher Performance Classifications: Definitions Adopted on 1/28/13

- ▶ Highly Effective
- ▶ Effective
- ▶ **Developing**
 - The developing classification is not intended to be assigned to a veteran teacher for more than two consecutive years. This classification may be assigned to new or newly-reassigned teachers for more than two consecutive years.
- ▶ Ineffective

ADE's State Optional Model

- ▶ Pilot began in October, 2012
- ▶ Danielson Framework: for teachers
- ▶ ISSLC rubric: for principals
- ▶ 6 LEAs are piloting both models:
 - Williams Unified School District
 - Bisbee Unified School District
 - Maricopa Unified School District
 - Stanfield Elementary School District
 - Accelerated Elementary and Secondary Charter School (1)
 - Westwind Academies (4)

Evaluation of AZ Model Instruments

- AZ's Model Instruments are being evaluated by an external evaluator (REL)
- Two Year Pilot:
 - Year 1 focused on process/implementation
 - Year 2 focused on Common Core, SLOs, and process/implementation
- Evaluation consists of quantitative analyses (student academic progress data, survey data, weighting of components) and qualitative analyses (focus groups, interviews, and surveys)
- Preliminary results will be shared with SBE in June and help to inform changes to the Model Instruments for Year 2 of the pilot

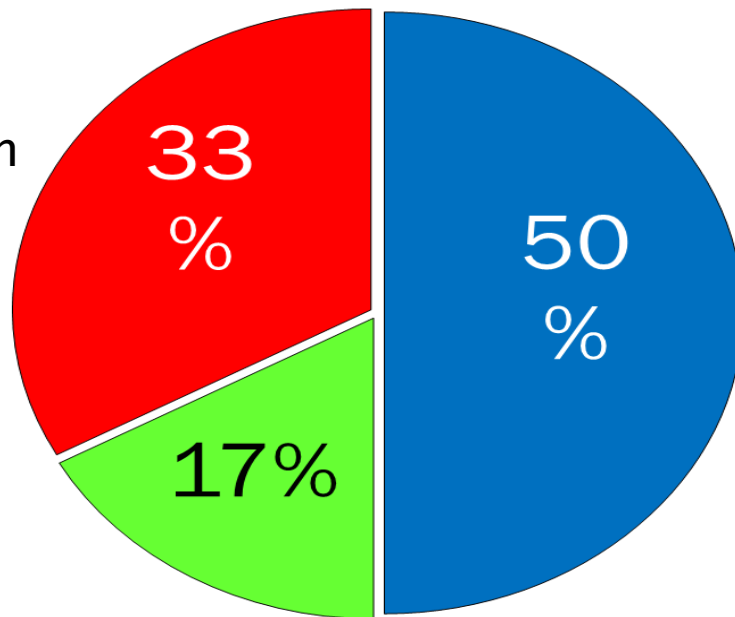
State Optimal Pilot Model Trainings

- ▶ 4 days of Danielson Group Training
- ▶ ADE Training:
 - Overview of the Teacher Evaluation Model
 - Evaluators of Principals (with principals)
 - Teachers
 - Data/Data Collection
 - SLOs (Student Learning Objectives)

General Weighting for Teachers in Arizona's Pilot Teacher Evaluation Model

- 33% School/Classroom-Level Data
- 17% Survey/Peer Review/Self-Reflection
- 50% Teaching Performance

40 Points = Student Academic Progress
60 Points = Teaching Performance
20 Points = Survey Data, Peer Review



Surveys for Teacher Evaluation

Pilot 1: Weighting Survey Data –Grades 3–12¹

Percentage for Survey Data or Other Measures	Point value	Example of Survey Data and Other Measures that could be used for this portion of the Teacher Evaluation	Example of a Rating System for the Survey Data
17%	15	Student Survey Recommendation: Set cut scores for the range of 1–5 points and average the total score across administrations.	15 points = 70% of student survey mean scores were a 2 or above. 10 points = 65-69% 5 points = 60-64% 1 point = 55-59%
	2	Parent Survey	2 points = 70% of parent survey mean scores were a 2 or above. 1 point = 50-69%
	1	Teacher Completed Self-Review = 1 point	
	2	Peer-Review	To be completed by 3 raters 2 points: the average of the three mean scores was a 2 or above. 1 point: the average of the three mean scores was between 1.0 and 1.99 0 points: the average of the three mean scores was below 1.
	20	Total	

Note: 1. The information being provided in the rating table is part of a pilot teacher–principal evaluation program and has not been validated.

ADE recommends that LEAs do not wholly rely on the information provided in these tables when making final teacher/principal evaluations this year.

Pilot 1: Weighting Survey Data –Grades K–2 Only¹

Percentage for Survey Data or Other Measures	Point value	Example of Survey Data and Other Measures that could be used for this portion of the Teacher Evaluation	Example of a Rating System for the Survey Data
	5	Parent Survey	<p>5 points = 70% of parent survey mean scores were a 2 or above.</p> <p>3 points = 50–69% of parent survey mean scores were a 2 or above.</p> <p>0 points = Less than 50% of parent survey mean scores were a 2 or above.</p>
	1	Teacher Completed Self-Review = 1 point	
	4	Peer-Review	8%
	10	Total	

Note: 1. The information being provided in the rating table is part of a pilot teacher–principal evaluation program and has not been validated. ADE recommends that LEAs do not wholly rely on the information provided in these tables when making final teacher/principal evaluations this year.

Student Learning Objectives (SLOs)

Student Learning Objectives

- ▶ **Definition:** *A student learning objective (SLO) is a classroom level (or school-wide) standards-based measure relevant to the content area taught during the current school year that is:*
 - *Specific and measureable*
 - *Based on available prior student learning data*
 - *Written to measure growth and/or achievement*

Classroom SLOs

- ▶ *A measure of **student mastery** within a specific content area. For the AZ Teacher Evaluation model we require this objective to include all students in a class/classes for one content area.*

Examples:

1. 90% of the students will achieve 80% mastery on the Grade 9 Algebra I end-of-course exam.
2. 80% of students who take the end of course AP World History exam will score a 3 or higher.

Targeted SLOs: *GROWTH*

*A measure of **student growth** for a particular set of students in the lowest level of preparedness or achievement in order to master the content area.*

Examples:

1. 4 out of 6 students will increase 10 words per minute over their baseline median score on the Oral Reading Fluency assessment by the end of the year.
2. 2 out of 3 students will improve one achievement level on the Drama performance final exam as measured by a performance rubric.

Student Academic Progress Data

PILOT 1: Group B Specials Teachers¹

Percent of School-Level Data	Category	Point Value	School/Classroom Level Data	Point Value	Data Source
40 Points (33% of total)	Classroom SLOs				
	Growth	32	Targeted SLO	32	Current Year
	Career & College Ready	8 Choice of the following	Graduation Rate*	8	Prior Year
			Percent of grade 8 students who earn Exceeds on AIMS Mathematics		
			AIMS CCR Equivalent Score		

Note: 1. The information being provided in the rating table is part of a pilot teacher-principal evaluation program and has not been validated.
ADE recommends that LEAs do not wholly rely on the information provided in these tables when making final teacher/principal evaluations this year.

- Matches A-F letter grade criteria (Alternative schools use their Grad Rate Criteria)

DRAFT/Not Yet Piloted: Teacher Data Tables

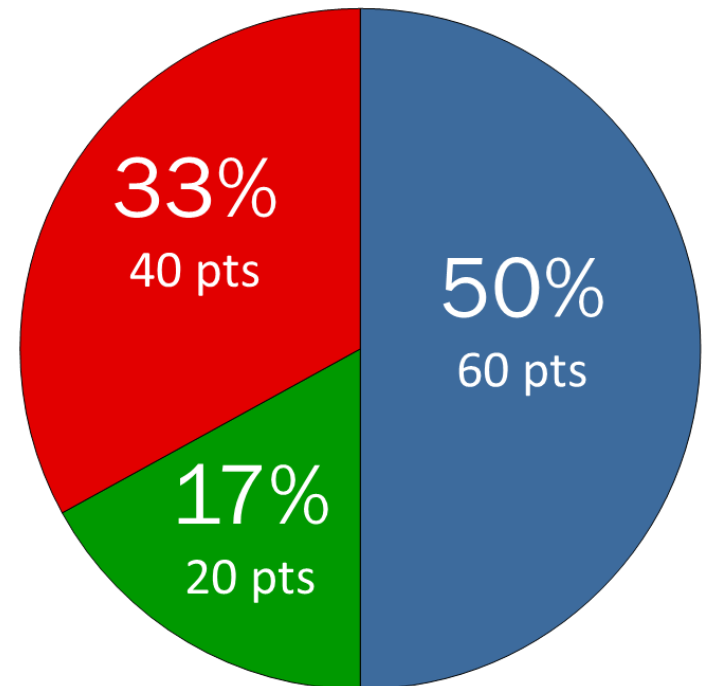
- ▶ Grades K–1 Teachers
- ▶ Grade 2 Teachers
- ▶ Grade 3 Teachers
- ▶ Grades 4–6 Teachers
- ▶ Grades 7 Language Arts Teachers, Reading Specialists, and Librarians
- ▶ Grades 7 Mathematics Teachers
- ▶ Grades 8 Language Arts Teachers, Reading Specialists, and Librarians
- ▶ Grades 8 Mathematics Teachers
- ▶ Grades 9 Language Arts Teachers, Reading Specialists, and Librarians
- ▶ Grades 9 Mathematics Teachers
- ▶ Grades 10 Language Arts Teachers, Reading Specialists, and Librarians
- ▶ Grades 10 Mathematics Teachers
- ▶ Grades 11&12 Mathematics, Language Arts Teachers, Reading Specialists, and Librarians
- ▶ SEI Teachers (Grades K–2; Grade 3; Grades 4–8; Grade 9; Grade 10; Grade 11 & 12)
- ▶ Special Education Teachers with Students Taking AIMS (Grades K–2; Grades 3–10; Grades 11&12)
- ▶ Special Education Teachers with Students Taking AIMS A (Grades K–2; Grades 3–10; Grades 11&12)
- ▶ Group B Teachers with SLOs (varied across grades)
- ▶ Group B Teachers without SLOs (varied across grades)

General Weighting for Principals in Arizona's Pilot Principal Evaluation Model

- ▶ 33% Student Academic Progress
- ▶ 50% Instructional Leadership
- ▶ 17% Survey Data

These percentages will be tied to a point system. The point system totals 120 points with:

40 Points = Student Academic Progress
60 Points = Instructional Leadership
20 Points = Survey Data



Principal Rating Tables: DRAFT/Not Yet Piloted

Pilot 1: Student Academic Progress Goals - K-12¹

Percent of School-Level Data	Category	Point Value	School/Classroom Level Data	Point Value	Data Source
40 Points (33% of total)	Achievement	8	Percent Passing AIMS & AIMS A*	6	Prior Year
			ELL Reclassification*	2	
			School Wide SLOs		
	Growth	24	Student Academic Progress Goals	24	Current Year
			Targeted SLOs		
	Career & College Ready	8	Graduation Rate*	4	Prior Year
			Percent of grade 8 students who earn Exceeds on AIMS Mathematics	2	
			AIMS CCR Equivalent Score- Reading	1	
			AIMS CCR Equivalent Score- Mathematics	1	

Note: 1. The information being provided in the rating table is part of a pilot teacher–principal evaluation program and has not been validated. ADE recommends that LEAs do not wholly rely on the information provided in these tables when making final teacher/principal evaluations this year.

* Matches A–F letter grade criteria (Alternative schools use their Grad Rate Criteria)

Pilot 1: State-Level Data Table for Principal Evaluation¹

Percentage for School Level Data	Category	Point Value	Example of School-Level Data that could be used for this portion of the Principal Evaluation		Point Value
40 Points (33% of Total)	Achievement	8	Percent Passing AIMS & AIMS A *		6
			ELL Reclassification *		2
	Growth	24	Student Growth Target (SGT) **		9
			Median Student Growth Percentile *		9
			ELL Performance Level (AZELLA)		6
	Career & College Ready	8	Grades 9-12	SAT/ACT	2
				Graduation Rate *	6
			Grades 6-8	Percent of grade 8 students who earn Exceeds on AIMS Mathematics	4
				AIMS CCR Equivalent Score- Reading & Mathematics	4
			Grades K-8	Attendance Rate	2
				Reduction of Falls Far Below for Grade 3 Reading	6
			Grades K-12	Graduation Rate *	6
				Attendance Rate	2

Note: 1. The information being provided in the rating table is part of a pilot teacher-principal evaluation program and has not been validated.
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- * Matches A-F Letter Grade criteria (Alternative schools use their Grad Rate Criteria)
- ** New state initiative



Partner LEA Districts

- ▶ Part of WestEd's Regional Educational Laboratory's (REL's) study, tied to the pilot
- ▶ Focus is on implementation challenges and successes of their own models
- ▶ 5 Partner LEAs:
 - Flagstaff Unified School District (“homegrown”)
 - Peoria Unified School District (Danielson)
 - Littleton School District (ASU's TAP)
 - Window Rock Unified School District (Marzano)
 - Buckeye Union High School District (Stronge)

http://www.azed.gov/teacherprincipal-evaluation/model-instruments-best-practices/ Model Instruments / Best P...

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Model Instruments / Best Practices



Large districts in a large county (a county larger than 800,000 population)

Mesa Unified School District

- Teacher Instrument
- Matrix

Peoria Unified School District

- Principal Instrument
- Matrix

Small district in a large county (a county larger than 800,000 population)

Wickenburg Unified School District

- Principal Instrument
- Teacher Instrument

SUMMIT IV: FEBRUARY 24-25, 2013 SAVE THE DATE

Summit IV: SAVE the DATE
DECEMBER 18, 2012 BY CANDACEB
<http://www.azed.gov/teacherprincipal-evaluation/summit-iv/>

FAQ

QUICK LINKS

- *Information about the Arizona Framework
- CONTRACTS for Observation & Survey Tools
- Evaluation Resources
- HB 2823
- Model Instruments / Best Practices
- Overview
- Student Learning Objectives
- Summit IV

A-Z All Programs

FIND A SCHOOL

District Charter Private



1:51 PM 1/23/2013

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Teacher/Principal Evaluation Link:
<http://www.azed.gov/teacherprincipal-evaluation/model-instruments-best-practices/>